

# **Executive Summary**

## **Prepared for Board of Trustees Meeting**

### **March 13, 2007**

## **Proposed Changes to Policy DC (Local)**

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### **Purpose of Report**

The Board will review and discuss proposed changes to Policy DC (Local). The proposed changes impact the portion of the policy covering the nepotism aspects as it relates to staff hiring. Currently the policy prohibits the hiring of staff who are related in specified degrees to employees in the leadership positions of Superintendent, Assistant Superintendent, Executive Directors and Directors. The proposed changes would modify the prohibitions for staff at only the Director level. No changes are being proposed for staff members hired at the Executive Director, Assistant Superintendent, or Superintendent levels.

Prospective employees related to a position at the Director level could be considered for employment as long as the position being sought was not in the department or division served by the Director or as long as the position being sought was not actively involved with the department or division being served by the Director.

The Superintendent would review the requests on a case by case basis and make recommendations to the Board for consideration.

### **Objectives**

- To review and discuss the proposed changes to Policy DC (Local)
- To offer suggestions for further improving the policy

### **Operational Impact**

The District has to be careful about nepotism concerns in the hiring process. Since Director level positions are not final authority or decision-making positions at a division level, changes to the current policy are being explored. The district has lost some exceptional candidates due to the restrictions at the Director level. Even if the proposed changes are considered appropriate safeguards need to be considered.

### **Results**

The proposed changes will be reviewed by the Board and policy direction will be provided to the staff.

### **Other Options**

The Board can exercise the option to not consider changes to the current policy or to recommend further changes.